

Charles S. Loughran, Esq.

Arbitrator, Mediator and Fact Finder

Email: chuckloughran@yahoo.com

Primary Address (*direct all communications here*):

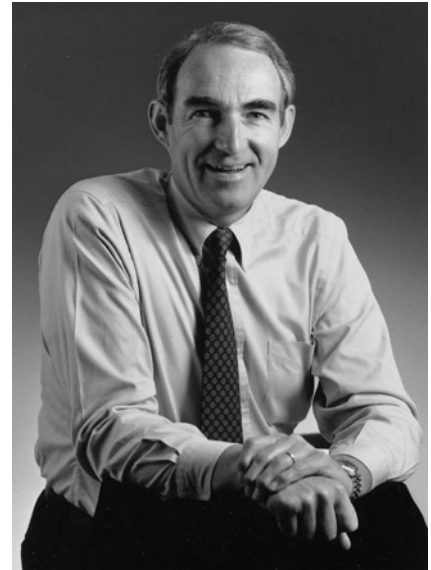
6318 Bullard Dr.
Oakland, CA 94611
(510) 339-1970 (voice)
(510) 338-3870 (fax)

Professional Affiliations:

California Bar Association
Association for Conflict Resolution

Arbitration Panels

National Mediation Board (Railroad and Airline rosters)
Federal Mediation and Conciliation Service
California Mediation and Conciliation Service
Oregon Employment Relations Board



Education

BA	Economics	Johns Hopkins University	Baltimore, MD
MA	Economics	University of California	Berkeley, CA
JD	Law	Golden Gate University Law School	San Francisco, CA

Arbitration//Mediation/Labor Relations Experience

2000– Present: Arbitrator, Mediator and Fact Finder involving labor and employment disputes. Arbitration Panelist– Federal Mediation and Conciliation Service, National Mediation Board, California Mediation and Conciliation Service and Oregon Employment Relations Board; Mediation and ENE Panelist– Federal District Court for Northern California ; Mediator– Equal Employment Opportunity Commission.

1994-2000: Assistant Circuit Executive, Ninth Circuit Federal Courts. Assisted in design and implementation of an Employee Dispute Resolution Plan, mediated employee disputes, assisted committees of judges in equal employment opportunity policy-making and Alternative Dispute Resolution programs.

1992-1994: President, Seahurst Associates– Served as a consultant, arbitration advocate and representative before government agencies including the NLRB, EEOC and state labor organizations.

1987-1992: Vice President, Human Resources for Alaska Airlines– Negotiated labor contracts with airline pilots, mechanics, ground service and customer service; Served as Chairman on four-member System Boards of Adjustment (Arbitration under Railway Labor Act) for all collective bargaining agreements.

1975-1987: Director of Industrial Relations for Louisiana-Pacific Corporation– Chief Negotiator for all Pacific Coast labor contracts; served as an advocate in scores of labor arbitration cases and before NLRB and all other federal and state labor agencies. Chairman, Lumber Industry Pension and Health and Welfare (Taft-Hartley) Trusts.

1972-1975: Attorney- Pettit & Martin– Legal representation in labor negotiations, arbitration, civil litigation and appearances before state and federal regulatory agencies. Served on a team of consultants for the California State Employees Association (CSEA) in that union’s preparations for newly legislated collective bargaining.

Industry/Issues Experience

Industries: Airlines, bakery, building products, construction, education, federal sector, health care, hotels/motels/casinos, hospital/nursing home, lumber, metal fabrication, office workers/clerical, packaging, police and fire protection, plastics, pulp and paper, retail stores, transportation, public education, state and local public services.

Issues: Absenteeism, arbitrability, bargaining unit work, conduct (off duty/personal), discipline (discharge) discipline (non-discharge), disability discrimination, drug/alcohol offenses, holidays, insurance, vacation, job performance, job posting/bidding, layoffs/bumping/recall, management rights, overtime pay, past practices, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, strikes, subcontracting/contracting out, tenure/reappointment, holiday pay, job classification, work hours/schedules/assignments.

Publications: *How to Prepare and Present a Labor Arbitration Case* (BNA Books, 2006)
Negotiating a Labor Contract (BNA Books, 3rd Ed., 2003)

Teaching: Adjunct Professor University of Washington, Seattle (Graduate Business School)
University of Michigan , Ann Arbor (Executive Mgt. Program)

Railway Labor Act / Railroad Experience

Chairman, Four Person System Board of Adjustment—Alaska Airlines and International Assn. of Machinists
Chairman, Four Person System Board of Adjustment—Alaska Airlines and Association of Flight Attendants
Member, Five Person System Board of Adjustment- Alaska Airlines and Air Line Pilots Association
Labor Relations Intern- Pennsylvania Railroad
Mediator- Several Cases involving AMTRAK